



attempt to resolve the matter. If this effort is not successful, an investigation may be conducted to determine whether there is sufficient evidence to proceed to more

formal measures, such as filing a formal civil rights complaint. The department's services are free of charge.

## Ethnic Intimidation Act

The Michigan Ethnic Intimidation Act, Public Act 371 of 1988, provides criminal law protections from individuals who threaten or actually cause physical contact or damage to persons or property because of race, color, religion, gender, or national origin.

The Department of Civil Rights does not enforce the Ethnic Intimidation Act. Students who have been subjected to this kind of criminal behavior should contact their local law enforcement agencies.

However, the department does coordinate the activities of the Michigan Alliance Against Hate Crimes (MIAAHC), and colleagues are available to provide speeches on the issue of hate and bias crime.

## Where to Go For Help

Michigan Department of Civil Rights

**1-800-482-3604**

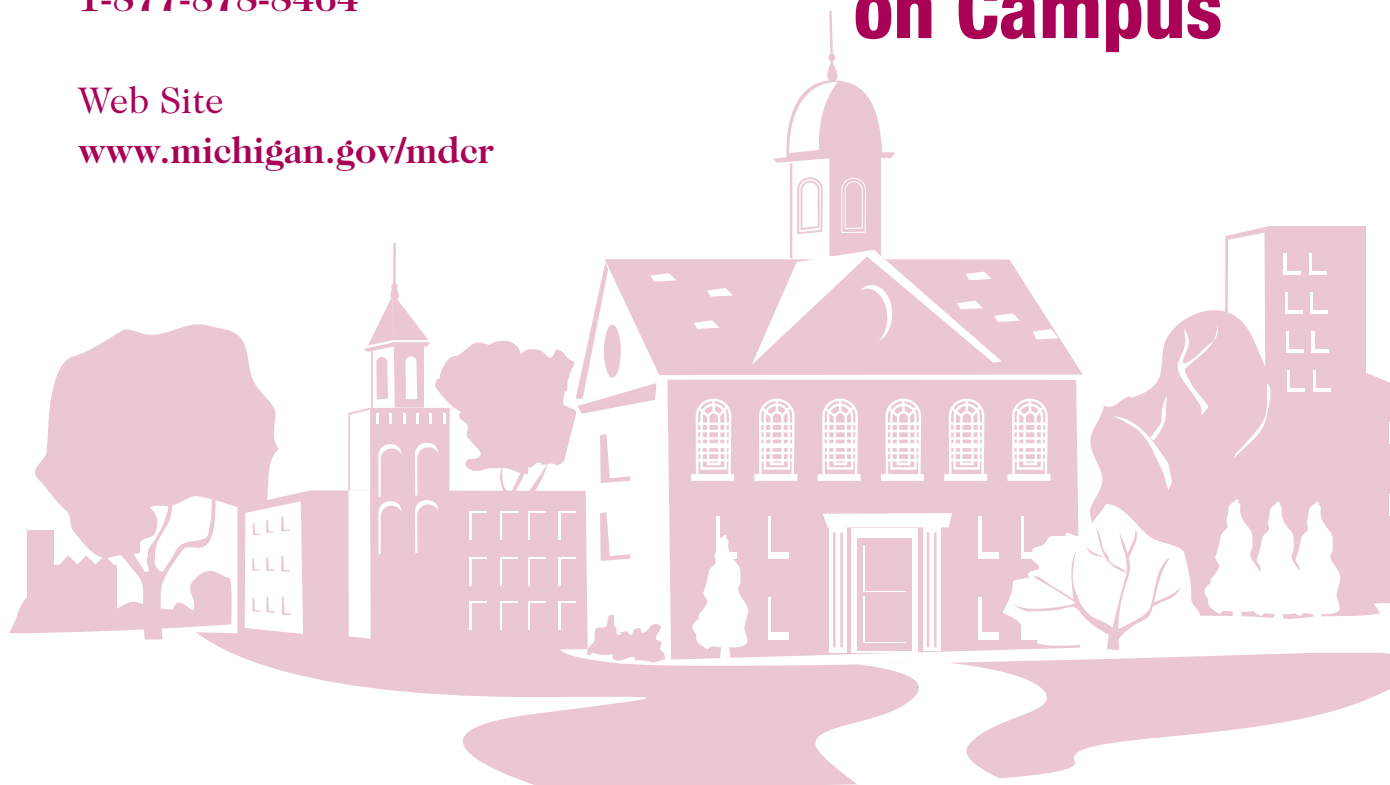
TTY Users

**1-877-878-8464**

Web Site

**[www.michigan.gov/mdcr](http://www.michigan.gov/mdcr)**

# Dealing with Unlawful Discrimination on Campus



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Acts of racial, ethnic, religious, gender, and disability discrimination are unlawful. These acts are prohibited under civil rights laws and will not be tolerated on the campuses of Michigan colleges and universities, public and private.

Discriminatory conduct, whether in the form of unequal treatment, harassment, and/or intimidation, interferes with an individual's education, personal growth, well-being, and quality of life. It undermines learning experiences and educational performance and violates individuals' civil rights. All persons have the right to be free from unlawful discrimination in the academic and living environment provided by a college or university.

The Michigan Civil Rights Commission and Department are mandated by law to protect the rights of college and university students. The department has the authority to receive and investigate complaints in education, employment, housing, public accommodations, and public service where discrimination based on race, sex, religion, national origin, age, marital status or disability is alleged.

The Michigan Department of Civil Rights will investigate and attempt to *resolve* allegations of



unlawful discriminatory behavior in the classroom and residence hall or in any other campus facility or program. The department will also work to *prevent* unlawful discrimination. When necessary, the Michigan Civil Rights

Commission may order discriminatory conduct to cease and provide other appropriate relief.

## Unlawful Discriminatory Behavior

- Discrimination may include any oral or written statements or other conduct intended to harass or intimidate persons because of race, ethnicity, religion, gender, or disability.

If this conduct creates a discriminatory learning or living environment, or adversely affects grades, curriculum or participation in campus activities, it may be unlawful.

- The lack of accessibility for persons with disabilities to campus activities, classrooms, buildings, and communications may be discrimination.

Discrimination also may be found in the college/university administration's refusal to make reasonable accommodations.

- Discriminatory treatment may extend to denial of tutoring, counseling, scholarships, and financial aid. It might also include denial of participation in extra-curricular activities or a low retention rate among protected student groups.

## What You Can Do About Discrimination

If you believe that you have been the victim of unlawful discrimination, immediately contact the Michigan Department of Civil Rights. A representative will discuss your concern with you and